

**Grievance Resolution Improvement Process
G.R.I.P.
Settlement**

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(*)pension TERmination (*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

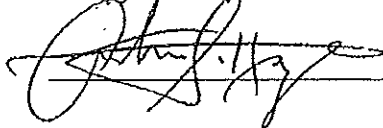
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

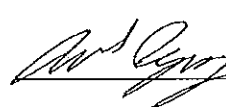
1. The termination shall be reduced to a three day suspension.
2. The grievant shall be reimbursed all back pay, accruals and benefits at the rate she was earning on December 19, 2014 minus interim earnings and the 3 day suspension.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrew Hayes
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



Date

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair



Date

**Grievance Resolution Improvement Process
G.R.I.P.
Settlement**

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

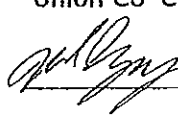
1. The termination shall be reduced to a three day suspension.
2. The grievant shall be reimbursed all back pay, accruals and benefits at the rate she was earning on December 19, 2014 minus interim earnings and the 3 day suspension.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrew Hayes
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



Date

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair



Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

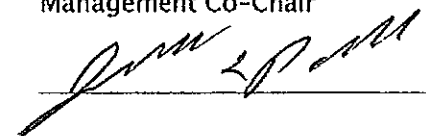
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

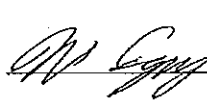
The decision of the Panel is:

1. The one day suspension shall be removed from the employees file if there are no further incidents of like nature prior to December 3, 2015.
2. If removed from the file no back pay will be awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

 7/30/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair

 7/30/2015
Date

**Grievance Resolution Improvement Process
G.R.I.P.
Settlement**

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

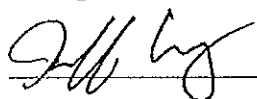
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file effective 8/13/2015 if there has been no further discipline.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



8/13/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair



8/13/2015
Date

**Grievance Resolution Improvement Process
G.R.I.P.
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(*)pension TERmination

(*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved DENied SUSained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

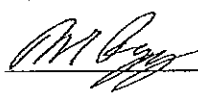
1. The written reprimand shall be removed from the employees file effective 8/13/2015 if there has been no further discipline.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

 8/13/15

Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

 8/13/2015

Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

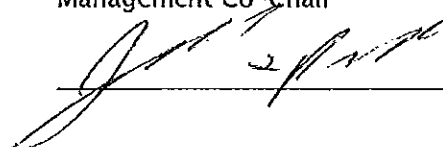
RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. The termination shall be reduced to a 10 day suspension and final warning. The discipline and final warning shall only be used for progressive discipline for like nature incident. The final warning will be in effect until 8/13/2017.
2. The grievant shall be returned to work no later than August 28, 2015.
3. The grievant shall be reimbursed ½ of all back pay and accruals minus ½ interim earnings.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

 8/13/15
Date

 8/13/2015
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

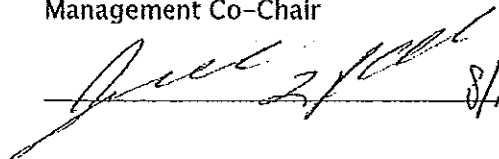
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

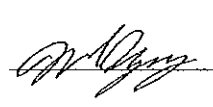
The decision of the Panel is:

1. The three day suspension shall be reduced to a written reprimand.
2. The grievant shall be reimbursed three days of back pay and accruals at the rate she was earning on 07/15/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair


Date

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair


Date

Grievance Resolution Improvement Process
G.R.I.P.
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(35)

DOCKET INFORMATION

Docket # Date Heard

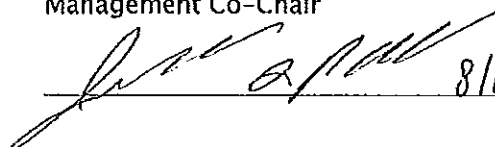
RESOLUTION INFORMATION

Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

- The decision of the Panel is:
1. The three day suspension shall only be used in progressive discipline for like nature incidents.
 2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
 3. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair


Date

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair


Date

Grievance Resolution Improvement Process
G.R.I.P.
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GRIEVANCE INFORMATION

AFSCME Grievance #

120798

IDAS Grievance #

15-0053

Grievant Name

Michelle Scarsbrook

Department/Location

Iowa Veterans Home

AFSCME Representative

Rick Bilander

Issue:

SUS(3)

(Choose one of the following)

CLARification (Contract Language issue.)

DIScipline (Other than following.)

SUS(*)pension

TERmination

(*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket #

DVA-15-0004

Date Heard

08/18/2015

RESOLUTION INFORMATION

Resolution:

RES

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The three day suspension shall be reduced to a one day suspension.
2. The grievant shall be reimbursed two days of back pay and accruals at the rate she was earning on 07/15/2014 .
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen

Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

Mark Frymoyer

AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair

Date

Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

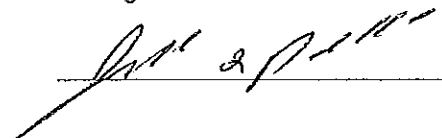
RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. The three day suspension shall be reduced to a one day suspension.
2. The grievant shall be reimbursed two days of back pay and accruals at the rate she was earning on 07/15/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair


8/18/15
Date


8/18/15
Date

Grievance Resolution Improvement Process
G.R.I.P.
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GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

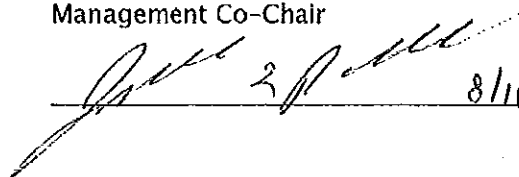
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:



The decision of the Panel is:

1. The five day suspension shall only be used in progressive discipline for like nature incidents.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair


Date

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair

 
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

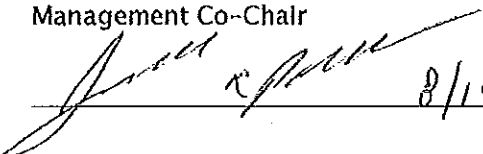
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 11/3/2015 the one day suspension shall be removed from the grievant's file.
2. If removed under number one above the grievant shall not receive back pay and accruals.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair


Date

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair


Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

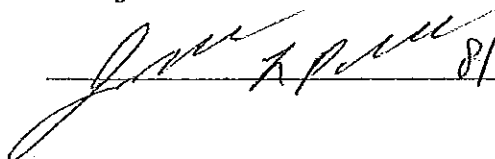
RESOLUTION DESCRIPTION:

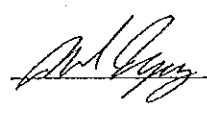
The decision of the Panel is:

1. If there are no further incidents of like nature prior to 9/15/2015 the written reprimand shall be removed from the grievant's file.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair


Date


Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # 125416 IDAS Grievance # 15-0215
Grievant Name April Scovill
Department/Location Iowa Veterans Home AFSCME Representative Rick Eilander
Issue: SUS(3) (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # DVA-15-0018 Date Heard 08/19/2015

RESOLUTION INFORMATION

Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked

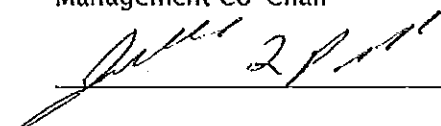
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 11/4/2015 the three day suspension shall be removed from the grievant's file.
2. If removed under number one above the grievant shall not receive back pay and accruals.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair

 8/19/15
Date

 8/19/2015
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

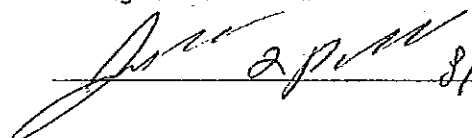
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

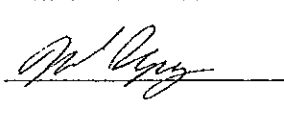

RESOLUTION DESCRIPTION:

- The decision of the Panel is:
1. The one day suspension shall be reduced to written reprimand.
 2. The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 2/19/2015.
 3. Pursuant to Iowa Code Section 22:13 this document may be publicly posted on DAS website.
 4. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair


Date

 
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(05)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to 1/1/2016 the one day suspension shall be removed from the grievant's file.
2. If removed under number one above the grievant shall receive back pay and accruals at the rate she was earning on 3/11/2105
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair


Date


Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # 127329 IDAS Grievance # 15-0335
Grievant Name Duane Jess
Department/Location Newton Correctional Facility AFSCME Representative Adam Swihart
Issue: SUS(3) (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # DOC-15-0137 Date Heard 08/24/2015

RESOLUTION INFORMATION

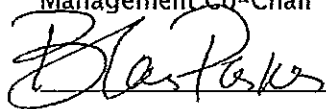
Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

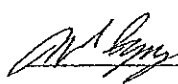
1. The 3 day suspension shall be reduced to a 1 day suspension.
2. If there are no further incidents prior to 8/24/2016 the 1 day suspension shall be removed from the employees file.
3. There shall be no back pay or accruals awarded.
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

Blair Parker
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



8/24/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair



8/24/2015
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # 96460 IDAS Grievance # 15-0158
Grievant Name Michael Wynn
Department/Location Newton Correctional Facility AFSCME Representative Adam Swihart
Issue: SUS(1) (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # DOC-15-0097 Date Heard 08/24/2015

RESOLUTION INFORMATION

Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
2. There shall be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Blair Parker
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

Blair Parker

8/24/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair

Mark Frymoyer

8/24/2015
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

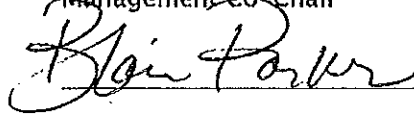
(Choose one of the following) RESolved DENIED SUStained Deadlocked

RESOLUTION DESCRIPTION:

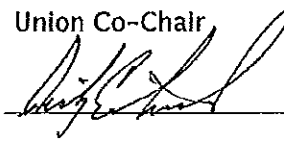
The decision of the Panel is:

1. The 5 day suspension shall be reduced to a 3 day.
2. There shall be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Blair Parker
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

 8/24/15
Date

Rick Ellander
AFSCME Iowa Council 61
Union Representative
Union Co-Chair

 8/24/15
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

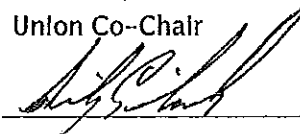
1. The 3 day suspension shall be reduced to a 1 day.
2. There shall be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Blair Parker
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



8/24/15
Date

Rick Eilander
AFSCME Iowa Council 61
Union Representative
Union Co-Chair



8/24/15
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:
(Choose one of the following) RESolved DENied SUSained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

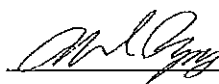
1. The three day suspension shall be reduced to one day suspension.
2. The grievant shall be reimbursed two day of back pay and accruals at the rate he was earning on 10/21/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Blair Parker
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



8/24/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Assistant to the President
Union Co-Chair



8/24/2015
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:
(Choose one of the following) RESolved DENIED SUStained Deadlocked

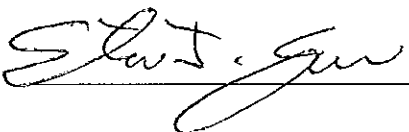
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there is no further incidents of like nature prior to 11/1/2015 the one day suspension shall be removed from the employees file.
2. There shall be no back pay or accruals awarded if removed.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

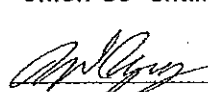
Steve Squires
Management Co-Chair

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair



Date

8/25/15



Date

8/25/2015

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # 121571 IDAS Grievance # 15-0325
Grievant Name Sherri Marion
Department/Location Iowa Workforce Development AFSCME Representative Matt Butler
Issue: SUS(1) (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS⁽¹⁵⁾

DOCKET INFORMATION

Docket # IWD-15-0008 Date Heard 8/25/2015

RESOLUTION INFORMATION

Resolution: RES
(Choose one of the following) RESolved DENied SUStained Deadlocked

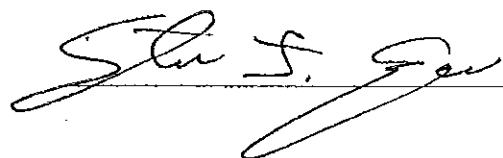
RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The 1 day suspension shall be removed from the employees file if there are no further discipline (excluding tardy and attendance) prior to 1/15/2016.
2. If removed under number 1 the employee shall receive one day of back pay and accruals at the rate she was earning on 1/14/2015.
3. ~~There shall be no back pay or accruals awarded~~ MAJEST
4. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
5. This decision is non precedent setting.

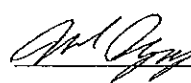
Steve Squires
Management Co-Chair

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair



Date

8/25/15



Date

08/25/2015

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

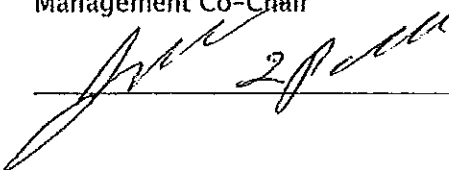
RESOLUTION DESCRIPTION:

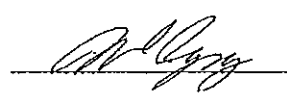
The decision of the Panel is:

1. The one day suspension shall be reduced to written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 8/20/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair


8/26/15
Date


8/26/2015
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

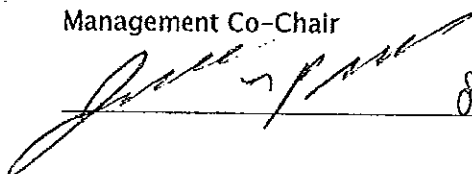
Resolution:
(Choose one of the following) RESolved DENIED SUStained Deadlocked

RESOLUTION DESCRIPTION:


The decision of the Panel is:

1. The three day suspension shall be reduced to one day suspension.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Jeff Panknen
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair


8/26/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair


8/26/2015
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

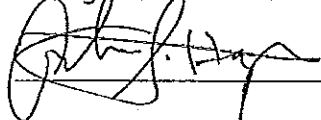
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

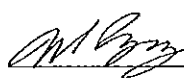
1. The one day suspension and final warning shall be reduced to written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate he was earning on 6/16/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrew Hayes
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair



Date

08/27/15

8/27/2015

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

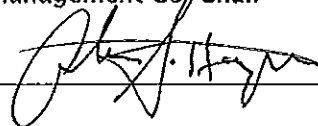
RESOLUTION INFORMATION

Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

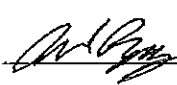
- The decision of the Panel is:
1. The ten day suspension and final warning shall be removed from the employees file.
 2. There shall be no back pay or accruals awarded.
 3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
 4. This decision is non precedent setting.

Andrew Hayes
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair



Date

08/28/15

8/28/2015

Grievance Resolution Improvement Process

G.R.I.P. Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

CLARification (Contract Language issue.) DIScipline (Other than following.)

SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

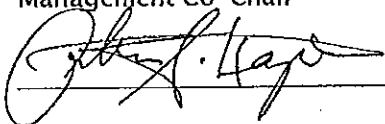
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The written reprimand shall be removed from the employees file.
2. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
3. This decision is non precedent setting.

Andrew Hayes
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair



Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language Issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

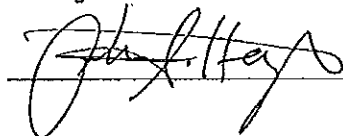
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

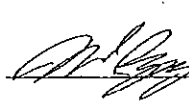
1. The one day suspension shall be removed from the grievant file.
2. The grievant shall receive one day of back pay and accruals at the rate he was earning on November 21, 2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrew Hayes
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair



Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

CLARification (Contract Language Issue.) DIScipline (Other than following.)

SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be removed from the grievant's files. The grievant shall receive one day of back pay and accruals at the rate he was earning on 12/15/2014.
2. If there is no discipline between 9/9/2015 and 9/9/2016 the three day suspension shall be reduced to a one day suspension. If reduced the grievant shall receive two days of back pay and accruals at the rate he was earning on 12/15/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



9/9/15

Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair



9/9/2015

Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

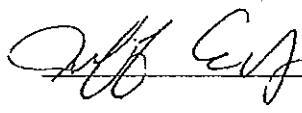
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

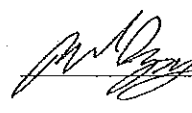
The decision of the Panel is:

1. The ten day suspension shall be reduced to a 5 day suspension.
2. Due to no loss of pay there shall be no back pay or accruals awarded.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

 9/9/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

 9/9/2015
Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

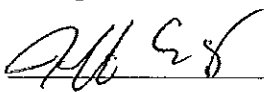
Resolution:
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The ten day suspension shall be reduced to a five day suspension.
2. The grievant shall be reimbursed five days of back pay and accruals at the rate he was earning on 10/29/2014
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Jeff Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



9/9/15

Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair



9/9/2015

Date

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #
Grievant Name
Department/Location AFSCME Representative
Issue: (Choose one of the following)
CLARification (Contract Language issue.) DIScipline (Other than following.)
SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

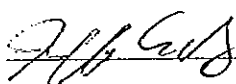
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. If there are no further incidents of like nature prior to November 3, 2015 the three day suspension shall be reduced to a one day suspension.
2. If reduced under number 1 above the grievant shall receive two days of back pay and accruals at the rate he was earning on 11/2/2014.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

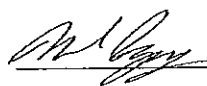
Jeff Edgar
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair



Date

9/9/15

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair



Date

9/9/2015

Grievance Resolution Improvement Process
G.R.I.P.
Settlement

GRIEVANCE INFORMATION

AFSCME Grievance # IDAS Grievance #

Grievant Name

Department/Location AFSCME Representative

Issue: (Choose one of the following)

CLARification (Contract Language Issue.) DIScipline (Other than following.)

SUS(*)pension TERmination (*) = # of Days -- Example: SUS(15)

DOCKET INFORMATION

Docket # Date Heard

RESOLUTION INFORMATION

Resolution:

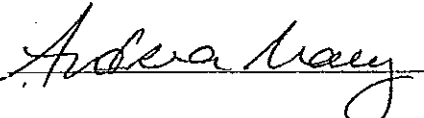
(Choose one of the following) RESolved DENied SUStained Deadlocked

RESOLUTION DESCRIPTION:

The decision of the Panel is:

1. The one day suspension shall be reduced to a written reprimand.
2. The grievant shall be reimbursed one day of back pay and accruals at the rate she was earning on 3/16/2015.
3. Pursuant to Iowa Code Section 22.13 this document may be publicly posted on DAS website.
4. This decision is non precedent setting.

Andrea Macy
Iowa Department of Administrative
Services, Human Resources Enterprise
Management Co-Chair

 9/10/15
Date

Mark Frymoyer
AFSCME Iowa Council 61
Chief of Staff
Union Co-Chair

 9/10/2015
Date